2015/16 – 2016/17 HR Strategy – Draft Action Plan (V13)

Strategic Objective	Ideas for Actions
1. **Strategic Objective 1:** **Be a great place to work with employees committed to the University objectives and valued for their contribution**	1.1 **Review the Reward and Recognition strategy to ensure that staff value the existing package and that the employment offer is attractive in an increasingly competitive national and international market to;** • Ensure that the employment package is understood and valued by employees through the introduction of specialist benefits communications, such as total rewards statements and a high quality online integrated benefits package. New online voluntary benefits package by end Sep 2015. • Deliver the revised Reader role and grade and commence a more holistic review of academic promotions criteria, to further embed parity of esteem for teaching and streamline the process. New criteria by end June 2015. New grade operational from Aug 2015. • Review and re-launch the Sabbatical Leave policy in support of the research and innovation strategy and to maintain it in support of high-quality teaching and scholarship. Re- launch January 2016. • Review current service-based pay structures with a view to addressing inequalities and shifting emphasis to contributions. Commence review during 2015/16 and seek to implement initial changes from 2016/17. • Further consider options to ensure a sustainable solution for those on the lowest pay grade. Local deal agreed Apr 2015. Review in Apr 2016 and 2017. • Review how job evaluation is implemented to consider the introduction of a light touch approach to make the recruitment process quicker and more responsive to business need. Review by end Dec 2015. Implement changes by Apr 2016.

Strategic Objective	Ideas for Actions
	1.2 **The introduction of employee/employer self-service to drive a cultural change** • Implementation of an integrated staff portal that will enable staff to take responsibility for ensuring that all their personal data (e.g. teaching qualifications) is kept up to date. This will include data required for statutory reporting e.g. HESA, Home Office, HMRC. • Reporting functionality is refined to provide holistic data for managers e.g. in relation to employee attendance and all forms of employee absence. Commence implementation and rollout 2015-16 completion 2017